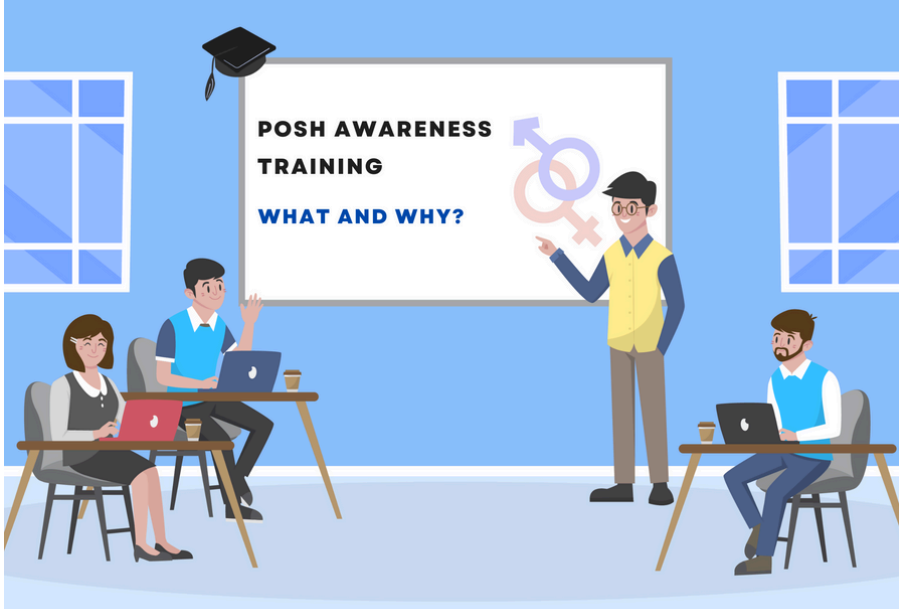


Safe Space Newsletter

www.CecureUs.com



Nov, 2024



Highlights

- An article on “Key Provisions and Definitions under the POSH Act 2013 & its USPs “
- Poster of the Month
- Case Law
- Vlog on ‘6 Steps to comply to the Prevent Sexual harassment at workplace Act in India”
- Upcoming workshop

Welcome to the November Edition: Let's Gear Up for PoSH Compliance!

As we near the year's end, it's time to ensure we're aligned with all the essentials for PoSH compliance. This month, let's focus on finalizing everything required for our annual report, from training completions to IC meetings, awareness initiatives, and thorough record-keeping.

By coming together on these important steps, we're not just meeting compliance needs – we're strengthening our commitment to a safe and respectful workplace for everyone.

Stay tuned for key tips and reminders, and let's make sure we're ready for a successful year-end!

"Key Provisions and Definitions under the POSH Act 2013"

Check out our blog on the 2013 POSH Act in India! It covers how the Act empowers workplaces to prevent and address sexual harassment, with steps employers can take to create safe and respectful environments. Stay informed on your rights and responsibilities under this essential law.

The 2013 POSH Act in India is a comprehensive law aimed at preventing and addressing workplace sexual harassment, ensuring a safe and respectful environment for all employees. This Act mandates proactive measures like awareness programs, Internal Committees, and prompt redressal mechanisms.



[Click here to read more](#)

"Know Your Rights"



Report to your Grievance Committee <Email ID>, if you have witnessed any Harassment.

Poster of the Month

Empower yourself with the knowledge to create a safe and respectful workplace. Awareness is the first step to prevent harassment.

[Download the poster](#)

Customise & Circulate this poster among your employees for awareness.

Let us know if you like us to create a poster on any specific theme?

Creating a safe workplace is everyone's responsibility. Together, we can make respect the norm.



Ensuring Workplace Safety and the Importance of Timely Action in Sexual Harassment Cases

Case : Punita Sodhi vs Union of India(2008)

Overview of the case :

Punita Sodhi, a doctor employed by Air India, alleged sexual harassment by a senior colleague. Despite her complaints, no effective action was taken by Air India, and she faced further retaliatory actions, including negative performance reviews and harassment by other staff. The case underscored serious lapses in handling workplace harassment complaints and highlighted the need for a fair and responsive redressal mechanism.

Jurisdiction:

The Delhi High Court ruled in favor of Dr. Sodhi, emphasizing the importance of a robust framework to address sexual harassment complaints in public sector entities. The court criticized Air India for failing to take prompt action and provide support to Dr. Sodhi, stating that the organization's response did not meet the standards laid out in the Vishaka Guidelines, which were then the prevailing standards for dealing with sexual harassment at workplaces. The court mandated a structured inquiry process and protections for the complainant against retaliation.

This case became significant for reinforcing the duty of employers to create safe work environments and uphold the rights of employees without delay or bias.

6 Steps to comply to the Prevent Sexual harassment at workplace Act in India



Watch this video to understand the 6 essential steps for complying with India's Prevention of Sexual Harassment (POSH) Act. Learn how to define a clear policy, establish an Internal Committee (IC), empower the IC, train employees, and communicate penal consequences effectively. These actions, including incorporating POSH in your Code of Conduct and annual reporting, are key to fostering a respectful and safe workplace.

[Click here to view](#)

Upcoming workshop

Join our inclusive hiring workshop designed for recruitment managers! Discover strategies to expand diverse talent pools, reduce bias in hiring, and foster a more inclusive workplace. This workshop will empower you to attract, hire, and retain talent from diverse backgrounds, making your hiring processes more equitable and impactful.

[Register here](#)

A workshop poster with a dark teal background. At the top right is the 'CecureUs' logo. The main title 'Inclusive Hiring Workshop' is in large, white and yellow font, with 'Workshop' in a script font. Below it, 'for Recruiting Managers' is written in white. The date and time '13TH NOV : 11 AM TO 12.30 PM' are listed. A 'SESSION PLAN:' box contains a list of topics: 'Understanding Diversity, Equity, Inclusion', 'Benefits of Inclusive Hiring', 'Common Hiring Bias', 'Tips & tools to Overcoming hiring Bias', and 'Industry best practices'. A circular photo of a woman is labeled 'FACILITATOR VIJI HARI'. The bottom of the poster features an illustration of a diverse group of people, including a woman in a wheelchair, sitting around a table.